

Approved Minutes of Executive Board Meeting March 15, 2022

The meeting was called to order at 2:05 p.m.

Approval of Agenda (Waddell)

Member Education

- Mindy read the Community agreement.
- Strike updates: After having been on strike since November, BCTGM finally settled the contract; Kroeger workers are back on worker action; Starbucks workers throughout U.S. are unionizing; NWSL women's soccer team working on reaching equity with men's soccer team settled; USPS bill was being signed.
- Kenia Alcocer from the LA Tenants Union/Poor People's Campaign is inviting AFT to be endorser of People's Summit that seeks to bring communities across North, Central, and South America together to address issues pertaining qualities of life. The event is planned for 6/8-6/10 at LATTC. Joanne asked Kenia to draft a proposal and present it to Eboard next month.

Action Items

A. Old Business

B. New Business

1. **M/S/P (Chen): approve proposed minutes from February 15, 2022—see attached.**
2. **M/S/P (Yasuda): letter of support for \$12M ongoing for UC Labor Centers—see p.7.**

The UCLA Labor Center is asking various unions to write to the CA Legislature to support a resolution that secures \$12 million of ongoing state funds to sustain existing Labor Centers at UC Berkeley, LA, and Merced and to help start labor studies programs at other UC campuses.

3. **M/S/P (Labertew/Hendricks): contribute \$1,000 to AFT Disaster Relief Fund in support of Ukrainian educators—to teachers' unions in Ukraine and bordering nations.**

Motion (Hendricks): amend contribution to \$5000, which comes down to \$1 per member. Motion was withdrawn by maker of motion.

Grace submitted the following on chat during April Eboard meeting and ask the followion to be included in March 2022 minutes:

“Grace raised questions about donating member funds to international refugees when our past practice and mission has been in supporting local communities. She also raised questions about an equitable way of supporting social justice movements around the world, and if we are going to support European refugees, but should we also support those in Africa, Asia or Latin America, as defined by the U.N. since educators are worldwide.”

Grace about the prudence of giving local member funds to national efforts; Sharon clarified that it was the national AFT that issued a call to locals. Marty asked where the money would go. Chris suggested that we create a budget line to support disaster relief efforts. Gabriel asked how we can ensure that money goes to the right place. Denice clarified that we are following precedents in contributing Community Support and Engagement funds to disaster relief efforts.

Xiao asked how the Guild’s membership amounts to 5000 and stated that she would like to get the other members’ names and email them for her campaign for Treasurer. Joanne clarified that we have 5000 bargaining unit members and about 3800 dues paying members. Bill clarified that the Guild has approximately 4012 dues paying members.

Natalina stated her expertise on the matter and commented that most international disaster relief efforts don’t make it to the ground to the people. Sharon withdrew her amendment asked that we return discussion to focus on original motion of supporting Ukrainian educators in need.

4. M/S/P (Cofer): approve \$12,000 to help defray costs of 20 adjunct faculty to attend Part Timer Conference (May 1-2, 2022) in Sacramento.

Grace made friendly amendment to add “faculty” to adjunct.

5. Motion: approve \$20,000 to help defray costs of 20 elected AFT Convention Delegates. Motion tabled to April Eboard meeting.

The timeline for 2022 AFT Convention in Boston (7/14-17) and election of Guild delegates will be announced soon. The Guild can have more than 20 delegates, but the top 20 vote getters will receive \$1000 to offset travel costs. Marty asked if we have ways to ensure that delegates attend the conference. Sandra asked Joanne if she has done research to make sure that \$1000/person covers flight and hotel in Boston. Joanne suggested that we could table the motion to next month.

M/S/P (McKeever): to table motion to April Eboard meeting.

Officer Reports

Treasurer (Hendricks): See pp.8-12 of packet. Sharon reminded all that the budget was presented last month.

Xiao asked again why the membership list is problematic and questioned whose job it is to keep an accurate membership list. Sharon stated that all chapter presidents have been briefed about this issue that has existed for years; Sharon reminded all that OPEIU staff Reyna Gonzalez is the membership coordinator and that we have been working with AFT national to produce an accurate list. Bill clarified to all that after the Supreme Court Janus decision, it is no longer LACCD's responsibility to provide the Guild an accurate membership list. Bill explained that the District produces a rough bargaining unit list of all eligible faculty, and from that list, the Guild works to build an accurate list; as of what's most recent, there are approximately 4012 members. Xiao continued to ask questions and there was a lengthy discussion.

Secretary (Chen): See earlier.

Executive VP/JLMBC (Elarton-Selig): See p.111 for report.

President (Waddell): See pp.13-15.

Committee and Professional Staff Reports

A. Budget-State and District (McDowell): No written report.

B. Communications (Kaye): See p.16 for report.

C. Community Support and Engagement (Labertew): See pp.17-19 for report.

D. COPE (Monteiro): No written report.

E. Dolores Huerta Labor Institute (Chen & Galvez): No written report. Jenny will highlight undocumented student report next month.

F. EDD (Amey): No written report.

G. Election Committee (Daniel): See report pp.20-21.

Motion (Chee): to amend timeline so April 12, 2022, Tuesday after Spring Break, would begin the Guild election voting period. A lengthy discussion ensued. Motion failed.

M/S/P (Chee): ~~Any faculty member who paid dues between July 1, 2021 and is considered a voting member.~~ **Voting members will include all members who paid dues or accepted assignments for this academic year.**

Motion (Hittleman): amend the dues paying period to be "July 1, 2021-February 2022."
Amendment was withdrawn by maker of motion.

Kathleen made friendly amendment "voting members will include all members who paid dues or accepted assignments for this academic year." Amendment was accepted by maker of motion.

H. Foundation (Knorr): No written report. Scholarship applications were included and sent out with EBoard packet.

I. Gov't Relations (McDowell): No written report.

J. Grievance (Eckersley): See pp.22-23. Darrell detailed on the grievance issues on his report.

K. JLMBC (Elarton-Selig): See earlier report.

L. Negotiations (Elarton-Selig): See earlier report.

M. Organizing (Sun): See pp.24-26 for report. Seo Yun highlighted that the Organizing Department is working in conjunction with Student Debt Clinic, as 3 out of 6 new members signed up as result of outreaching efforts of Debt Clinic.

Marcela Hernandez is now CAT Lead at LAHC. In light of Guild election, CAT made a statement: "CAT (Campus Action Teams) as an organizing & mobilizing arm of this Guild will not and does not unofficially or officially endorse political candidates or use resources and organizing spaces for these reasons. We firmly and strongly reaffirm to stay outside of union politics/elections."

Jenny asked how CAT can be held accountable, as a letter was sent out by some individuals affiliated with CAT. Ruby stated that CAT has already been weaponized, suggested that the wrong is very egregious, and insinuated that an individual from LACC is at fault.

Jessica focused back on Seo Yun's report, thanked Seo Yun, and noted that she wanted to uplift how the Organizing Department has helped with Student Debt Clinic as organizing tool to engage members around social justice issues surrounding debt.

Zack commented that CAT was weaponized. Jeff stated that he was the one from LACC who sent an email signed as a CAT lead, and clarified that the email's intent. Jeff apologized that if folks read more into it than the email itself. Jeff cautioned folks for using this discussion as an opportunity to attack CAT and undermine its purpose.

A lengthy conversation ensued around how the word "civility" should not be used as many individuals passionately commented that the term contains racist connotations. Julio stated that CATs will be meeting to address its commitment to organizing and working hard to protect its integrity. Ruby stated that she was formerly supportive of CAT, but has become less so and suggested that there is a lack of judgement by some individuals.

Seo Yun asked everyone to focus back on organizing and continue to engage members, encourage activism, and support CATs and members who choose to participate in the union.

~~Sandra and Michele returned to pursue the letter in question that contained the word "civility," and ask that the letter be retracted by its author. Natalina added that the term "civility" attacks~~

~~women of color.~~ Joanne stated that she has just been brought to awareness about a letter in circulation, and asked Election Committee to address if it is indeed an issue. Jeff stated that he has apologized, and ask all to address him directly instead of sending hateful emails to Christine Park.

Kathleen commented that the Organizing Department has been hard at work, that Seo Yun has done a lot, and thanked her for efforts for organizing LATTC around work environment issues.

~~Michele stated that there is a need to clean house in the union. James stated that it's exhausting to be a black man.~~

N. Retirement (Hendricks): See pp.27-29 for report.

O. Social Justice Committee (McKeever): See p.30 for report.

P. Student Debt Clinic Training Program (Saint Paul): See pp.31-34 for report. Jessica highlighted the work of monthly Student Debt Clinics in engaging members to navigate public service loan forgiveness and then connecting members to the other work of the union.

Q. Student Interns (Monteiro): See COPE report.

R. WEC/Bond (Behlendorf): See pp.35-37.

S. AFIC (Saint-Paul): See pp.38-40 for report.

T. Black Caucus (Lee): No written report.

Announcements

****Wednesday (March 16) -Thursday (March 17)-Friday-(March 18)-Saturday (March 19):**

Organizing for Racial and Social Justice in Education—

- Council of Retired Members meets (Wednesday)
- Leadership Conference (Thursday and Friday)
- Community College Division Council (Friday 3 -6 pm)
- State Council (Saturday 9 am-3 pm)
- In San Francisco—for more information go to www.CFT.org

****July 14-17—AFT Convention in Boston! See attached timeline for important dates.**

A lengthy discussion continued about the letter in question that was previously mentioned.

Adjourn

The meeting was adjourned at 6:09 pm

Respectfully submitted,

Mindy Chen, Recording Secretary